

## **Local 301 Membership Meeting**

**Date/Time:** Tuesday Nov 18, 2025, 12:05 pm

**Location:** Microsoft Teams

**Called to order:** 12:05 pm

**Meeting Leader:** Local 301 Vice President: Leya Charles

**Attendees:** Inperson (91) & Online (68) = 159

### **1. Introductions and welcome everyone to the meeting**

- Local 301's Executive Team:
  - President: Quinn Carr
  - Regional Director: Mark Snyder
  - Vice President: Leya Charles
  - Treasurer: Amanda Swanson
  - Michelle Belmont: Membership Secretary
  - VACANT: Secretary
  - Regional Steward Director: Anne Claflin
  - Chat Monitor this month: Naveen Borojerdi

### **2. Announcements**

- Regular reminders about updating us of life events and to join the Discord group
- **Upcoming Events**
  - Join us for FOOD: Tuesday, Dec 16 @ NOON - Lower Level Conf Room

### **3. Local 301 Draft Budget**

- Much remains the same
- Proposal to reduce lunches to every other month due to increased food costs
- Voting will happen at the December local meeting

### **4. Membership Committee Update**

- Michelle Belmont, Chair
- 436 members, 76% members, 133 non-members
- Get your MAPE swag from Andrew Carollo / Emma Tschann
- We are 20 members away from 80%

## 5. Stewards Update

- Anne Claflin, Regional Steward Director for Region 3
  - Jen Crea (MNIT)
  - Barb Peichel (BWSR)
  - Mark Snyder (MPCA)
  - Melissa Wenzel (MPCA)
  - Steven Speltz (MPCA)
- Join the stewards! [Training opportunities](#)
  - **Contract training - November 14th**
  - **Advanced Steward Training - December 12**
  - Lost time is paid by MAPE, if vacation time is used to attend.
  - <https://mape.org/resources/training/classes>
- Stewarding: how to help your coworkers, how to work with supervisors, how to position yourself well and advocate for yourself, and any other contract issues.
- Concerns about Supervisor behaviors regarding ADA application retaliation

## 6. Board of Directors Update

- Board of Directors met October 17th
- MAPE will not have an all-union Saints game in 2026, locals can hold own
- 2026 calendar approved:
  - Officer training 1/23-1/24
  - Lobby Day 3/24
  - Delegate Assembly 9/18-9/19
- Mark nominated to Political Fund Oversight Work Group (separate from PAC)
- Next Meeting Nov 21st (Quinn to cover for Mark)

## 7. MPCA Meet & Confer Update

- Kaity Taylor, Chair of MPCA Meet and Confer
  - Cindy Osborn to step up as Chair if Kaity is elected Mape-wide Secretary
  - Mel Markert, Secretary (Brainerd, 1601) --> accepted a supervisory position in EAO! We will miss her in MAPE but are very proud of her
- <https://mape.org/committees/meet-and-confer-committees/pollution-control-mpca>
- **Meet and Confer** - Next meet and confer - December 9, 2025

- Safety at Lafayette. Working with other agencies. Kristin MR has joined PCA's safety committee. Please send any incidents to M&C, stewards, and your management if you feel comfortable
- NEW Criminal History Background checks - PCA has a new policy for external and internal final candidates. We are concerned about the policy unintentionally creating opportunity for discrimination and are working with CO and HR to solve these issues.
- Student Loan Payment Reimbursement - application closes Nov. 26th
- Organizing efforts from members - we've seen a big uptick in members wanting to organize around specific actions they care deeply about. Keep it up! We can help leverage relationships and get the ball rolling on putting your team together.

## **8. BWSR Meet & Confer Update**

- Melissa King, chair
- Vacancies exist on team, if anyone in BWSR would like to join!

## **9. MNIT Meet and Confer Team**

- Andi Morris, Chair
- Chris Butler, 301 / Michelle Belmont, 301

## **10. MPCA Labor Management Committee - Kaity Taylor**

- Kurt Carlson (Duluth) / Cindy Osborn (Duluth) / Kaity Taylor (StP)
- <https://lorax.pca.state.mn.us/operations/labor-management-committee>
- Vacancies exist on team, if anyone would like to join!

## **11. Civic Engagement Officer Update**

- Our co-officers are Aviva Meyerhoff and Brian Hanf
- Help with recruitment on Monday, Dec 15: 11:30-12:30
  - Let us know if you are already planning on attending your party caucus in February, and you would help MAPE with resolutions or other union initiatives.
  - [http://forms.office.com/Pages/ResponsePage.aspx?id=pH3RRPh-dEqOTzzTdfDeqKFbIn\\_lwftOqJ8yqbV8kRtUQUUpGUkhLRjdZU0ZRRE5JMTROREJSRUJYWC4u](http://forms.office.com/Pages/ResponsePage.aspx?id=pH3RRPh-dEqOTzzTdfDeqKFbIn_lwftOqJ8yqbV8kRtUQUUpGUkhLRjdZU0ZRRE5JMTROREJSRUJYWC4u)
- Discussions upcoming on what are Causes and how they work

## 12. Union Involvement Opportunities

- 32-hour workweek Community Event: the fight for more time campaign
  - <https://workfour.org/mn-fight-for-more-time>
- Social Event: Happy Hour with DNR
  - Leaders from local 101 have reached-out and shared upcoming happy hours! This is a chance to meet other union members, especially with members who also work on environmental issues regularly!
  - Happy Hours are at St. Paul Brewing 688 Minnehaha Ave E, St Paul, MN 55106 from 4:30-6
    1. Wednesday 11/19
    2. Wednesday 12/17
- *MAPE 301 will be on the lookout for other volunteer opportunities – if you have any ideas, feel free to email Kristin at [kristin.mroz-risse@state.mn.us](mailto:kristin.mroz-risse@state.mn.us).*
- Involvement Opportunities
  - Steward Trainings
  - MAPE PAC Door Knocking - Oct and Nov [mape.org/committees/mape-pac](https://mape.org/committees/mape-pac)

Event	Date	Time
Steward trainings	11/14 & 12/12	11/14 - Contract Steward Training 12/12 - Advanced Steward Training
MAPE election Statewide Secretary forum	11/13	Noon, zoom link on website: <a href="https://mape.org/resources/mape-documents/mape-internal-election-information">https://mape.org/resources/mape-documents/mape-internal-election-information</a>
Caucus outreach and recruitment	11/17 & 12/15	11:30-12:30, reach out to Aviva or Brian for meeting links
MAPE election Statewide Political	12/4	Noon, zoom link on website:

Council forum		<a href="https://mape.org/resources/mape-documents/mape-internal-election-information">https://mape.org/resources/mape-documents/mape-internal-election-information</a>
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Cross Union Effort:

Petition to the PCA - precautions against COVID-19 as we return to office

Letter has been sent to MPCA leadership, and a petition is available for folks to read and sign, if so desired.

Google form link in chat.

Cross Local Effort: Mutual Aid Group

Meeting 11/19/25 Noon - Teams link

Scope discussion

Skill sharing organizing updates

Outreach connections

Signal chat and Discord groups

<b>2026 Steward Trainings</b>	<b>Date</b>
Basic Steward Training	1/30, 4/10, 8/18 & 10/23
Advanced Steward Training	3/27, 6/12 & 12/11
Organizing as a Steward	4/10, 8/14 & 10/23
Contract Training for Stewards	5/29 & 11/13

### 13. RTO Updates

- Mark Snyder - discussions at BOD for next steps
- More to share after Friday

## 14. Attendance Prize Drawing

4 MAPE Swag Items (T-shirt) to be selected by the following:

**Meeting Adjourned:** 12:49 pm

**Meeting Secretary:** Michelle Belmont

**Next Meeting Date/Time:** Tuesday, December 9, 2025 at 12:05 pm

SLIDES:

MAPE Local 301  
Monthly Membership Meeting



**Welcome!**

We will begin the meeting ~12:05

Please MUTE your microphones if you don't intend to speak to the group.

# MAPE Local 301 Meeting Agenda



- Welcome/Announcements
- 2026 Local 301 Budget Vote
- Membership Committee Update
- Stewards Update
- Board of Directors Update
- Meet & Confer Updates (MPCA, BWSR, DEED, & MNIT)
- MPCA Labor Management Committee Updates
- Civic Engagement Office Update
- Community & social events
- Union involvement opportunities

# MAPE Local 301 Executive Committee & Leadership



## Executive Committee (2025)

**Quinn Carr:** President

**Leya Charles:** Vice-President

**Amanda Swanson:** Treasurer

**Michelle Belmont:** Membership  
Secretary

**VACANT:** Secretary

**Mark Snyder:** Regional Director

**Monthly Chat Monitor:**

## Leadership

**Anne Claflin:** Regional Steward Director (also on the Statewide Employee Right Cmte[ERC])

**Kaitly Taylor:** MPCA Meet & Confer Cmte Chair

**Melissa King:** BWSR Meet & Confer Cmte Chair

**Naveen Borojerdi:** Region 3 Negotiator

**Emma Tschann:** Region 3 CAT Co-Lead

**Aviva Meyerhoff:** Region 3 CAT Co-Lead

**Meridel Phillips:** Region 3 CAT Co-Lead

**Jen Crea:** MPCA Safety Committee, MAPE Rep

## Announcements



- **Life Events:** We appreciate knowing about life events so that we can support our members if needed. Please reach out to anyone on the Local 301 Executive Committee, <https://mape.org/locals/301>.
- **Discord Group:** Connect with your fellow union members, share a good union meme, or ask questions regarding contract negotiations? Email Chris Smith if you need a link.

## Announcements



**KAITY TAYLOR**  
**FOR MAPE**  
**STATEWIDE SECRETARY**



Fall 2025 Elections

Nominations are now closed.

Oct 21 - Dec 4 - Statewide Candidate Forums

Voting begins Dec 5, 2025.

Voting closes Dec 15, 2025.  
Results posted Dec 19, 2025.

## Announcement



Leaders from local 101 (DNR) have reached-out and shared upcoming happy hours!

This is a chance to meet other union members, especially with members who also work on environmental issues regularly!

Happy Hours are at St. Paul Brewing 688 Minnehaha Ave E, St Paul, MN 55106 from 4:30-6

- Wednesday 11/19
- Wednesday 12/17

## Local 301 Draft Budget



### Key takeaways:

- Much is remaining the same
- Reducing lunches to every other month due to increased food costs and attendance
- Voting on the budget will happen at the December local meeting

Expenses	
Elections	\$-
Local Meetings (meals, beverages, etc.) for example 60 People x \$6 each x 12 mths	\$-
Executive Committee - Local officer stipends	\$ 2,400.00
Executive Committee - Life event support for members	\$ 1,000.00
Membership Committee	\$ 1,200.00
Contract Action Team - organizing around contract negotiations	\$ 250.00
Training - for example five people x \$37 per hour x 8 hours	\$ 250.00
Contributions - Labor	\$ -
Donations/Good & Welfare	\$ 500.00
Delegate Assembly (lost time & expenses for alternates)	\$ 2,000.00
Steward Meetings	\$ 300.00
Social Events	\$ 9,000.00
FICA - 7.25% of lost time	\$ 163.13
<b>Total Expenses</b>	<b>\$17,063.13</b>

# MAPE Local 301 Stewards



- **Anne Claflin, Regional Steward Director (MPCA)**
- Jen Crea (MNIT)
- Barb Peichel (BWSR)
- Mark Snyder (MPCA)
- Melissa Wenzel (MPCA)
- Steven Speltz (MPCA)

**Reach out to stewards with your questions.**

Stewards can join you in a meeting regarding Return to Office Appeals and ADA accommodations requests!

**Especially reach out if you have a meeting with management that could result in discipline!**

## **Join the stewards!**

Organizing as a steward - October 20th

Basic steward training - October 24th

Contract training - November 14th

Advanced Steward Training - December 12

<https://mape.org/resources/training/classes>

# MAPE Local 301 Membership Committee



Introductions of new members (if willing and present)

As of November 17th, 2025:

- 436 members (76%) - 20 away from 80%
- 133 non-members
- 32 associate members (retirees)

Please contact us if you'd like to join the Membership Committee!

# MAPE Board of Directors



Region 3 Director: Mark Snyder

- Board of Directors met October 17th
  - MAPE will not have an all-union Saints game in 2026, locals can hold own
  - 2026 calendar approved:
    - Officer training 1/23-1/24
    - Lobby Day 3/24
    - Delegate Assembly 9/18-9/19
  - Mark nominated to Political Fund Oversight Work Group (separate from PAC)

Next meeting: November 21st (Quinn to cover for Mark)

Contact Mark if interested in attending a Board of Directors meeting: [msnyder@mape.org](mailto:msnyder@mape.org)

(Mark can also relay statements during member comments for anyone who has them but cannot attend)

# MAPE MPCA Meet & Confer Team



## MPCA MAPE Meet & Confer Team:

- **Kaity Taylor, Chair (St. Paul, 301)**
- Cindy Osborn, Vice Chair (Duluth, 1402)
- Mel Markert, Secretary (Brainerd, 1601) --> accepted a supervisory position in EAO!  
We will miss her in MAPE but are very proud of her
- Kristin Mroz Risse (St. Paul, 301)
- Shanna Schmitt (St. Paul, 301)
- Brianna Loeks (St. Paul, 301)

<https://mape.org/committees/meet-and-confer-committees/pollution-control-mPCA>

# MAPE MPCA Meet & Confer Team



**Next Meet and Confer - Dec. 9th**

**Main topics of concern/conversation:**

- **Safety at Lafayette.** Working with other agencies. Kristin MR has joined PCA's safety committee. Please send any incidents to M&C, stewards, and your management if you feel comfortable
- **NEW Criminal History Background checks** - PCA has a new policy for external and internal final candidates. We are concerned about the policy unintentionally creating opportunity for discrimination and are working with CO and HR to solve these issues.
- **Student Loan Payment Reimbursement** - application closes Nov. 26th
- **Organizing efforts from members** - we've seen a big uptick in members wanting to organize around specific actions they care deeply about. **Keep it up!** We can help leverage relationships and get the ball rolling on putting your team together.

# BWSR MAPE Meet & Confer Team



**BWSR MAPE Meet & Confer Team:**

- **Melissa King, Chair (St. Paul)**
- Jason Weirnerman, Vice Chair (Waite Park)
- Matthew Fischer (Bemidji)
- Steve Hofstad (Detroit Lakes)
- Erin Loeffler (Duluth)
- Suzanne Rhees (St. Paul)

**Have an issue you care about?**

**Consider joining M&C!**

**Contact Melissa King!**

<https://mape.org/committees/meet-and-confer-committees/board-water-and-soil-resources-bwsr>

## MNIT Meet and Confer Team



### **MNIT MAPE Meet & Confer Team:**

- **Andi Morris, Chair (701)**
- Jed Becher, Vice Chair (101)
- Axelina Swenson (701)
- Carolyn Murphy (502)
- *Chris Butler (301)*
- Patrick Pueringer (502)
- Tony Yarusso (701)
- *Michelle Belmont (301)*

<https://mape.org/committees/meet-and-confer-committees/mnit>

## MPCA Labor Management Committee



### **MPCA Labor Management Committee MAPE Representatives:**

- Cindy Osborn (Duluth)
- Kurt Carlson (Duluth)
- Kaity Taylor (Saint Paul)

Last meeting - August 6th

Next meeting - November

<https://lorax.pca.state.mn.us/labor-management-committee>

## Civic Engagement Officers



- Our co-officers are Aviva Meyerhoff and Brian Hanf
- **Help with recruitment on Monday, Dec 15: 11:30-12:30**
- **Submit resolution ideas to MAPE**

**Let us know if you will attend your party caucus in February to help MAPE advance a pro-worker platform that increases state revenue so we can fully fund our work!**

[Fill out form](#)

## Involvement Opportunities



Event	Date	Time
Steward trainings	11/14 & 12/12	11/14 - Contract Steward Training 12/12 - Advanced Steward Training
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Caucus outreach and recruitment	11/17 & 12/15	11:30-12:30, reach out to Aviva or Brian for meeting links
MAPE election Statewide Political Council forum	12/4	Noon, zoom link on website: <a href="https://mape.org/resources/mape-documents/mape-internal-election-information">https://mape.org/resources/mape-documents/mape-internal-election-information</a>

## Resolutions Proposals



Resolutions for MAPE to recommend and bring to caucus

Deadline: January 5

## Cross Union / Local Collaborations



### Cross Union Effort:

Petition to the PCA - precautions against COVID-19 as we return to office

Letter has been sent to MPCA leadership, and a petition is available for folks to read and sign, if so desired.

Google form link in chat.

### Cross Local Effort: Mutual Aid Group

Meeting 11/19/25 Noon - Teams link

- Scope discussion
- Skill sharing organizing updates
- Outreach connections

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## 2026 Steward Trainings



2026 Steward Trainings	Date
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Specific times & event details should be posted on MAPE closer to next year:  
<https://mape.org/events>

## MAPE Local 301 Monthly Prize Drawing



No longer allowed to give out gift cards.

- T-shirt

